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ABSTRACT

Data are given for 479 public two-year institutions, 176 public four-year institutions, 296 private four-year institutions, and 47 private two-year institutions. The institutions summarized represent 33.3 percent of the institutions of higher education in the U.S. Some analyses are made of the data according to institution type, region, and faculty rank and academic preparation. (MSE)

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SALARIES SCHEDULED FOR FACULTY IN HIGHER EDUCATION, 1975-76

ATTACHED ARE TABLES summarizing 1975-76 scheduled salaries in 2-year and 4-year institutions of higher education. In the survey questionnaire the salary schedule was defined as an officially adopted policy which designates minimum and maximum salaries for each rank or level of academic preparation, and which may also specify the number and/or amounts of salary increments within the range of scheduled salaries for faculty in each classification. Salary policies forwarded by some institutions were not used in this summary because they did not identify the minimum and maximum salaries for at least two ranks or preparation levels, or they were obviously a report of simply the ranges of salaries paid.

The summary tables give data for the following numbers of institutions; in parentheses are the percentages of all institutions in the classificaion: 479 public 2-year institutions (52.6 percent), 176 public 4-year institutions (33.7 percent), 296 nonpublic 4-year institutions (22.4 percent), and 47 nonpublic 2-year institutions (19.3 percent). As a whole, the 998 institutions having salary schedules summarized for 1975-76 represent 33.3 percent of the 2,997 institutions of higher education.

Scheduled Salaries in Public 2-Year Institutions

The salary schedules in 2-year institutions are structured on levels of academic preparation completed, or faculty ranks, or both. In public 2-year institutions 71.6 percent of salary schedules are structured on the basis of academic preparation. Except in the Northeast where practically all salary schedules (96.7 percent) are based upon faculty rank, the use of schedules based on academic preparation predominates. In the Southeast and Middle states about 4 salary schedules in 5 are based upon academic preparation (78.3 percent and 82.2 percent, respectively), while about 9 salary schedules in 10 in the West (96.0 percent) are based upon academic preparation.

About two-thirds of all public institutions having salary schedules are situated in the West (36.7 percent); more than one-fifth each, in the Middle states and the Southeast (22.3 percent and 22.1 percent, respectively), and less than one-fifth in the Northeast (18.8 percent).

Tables 1 and 2 review the scheduled salaries for faculty in public 2-year institutions in 1975-76. The mean 1975-76 scheduled salaries, the percentage of increase over the mean of 1974-75 scheduled salaries, and the percentage of increase of the mean of scheduled salaries in the institutions reporting both years follow:

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Schedule base and level	Mean scheduled salary, 1975-76	Percent of increase over mean scheduled salary, 1974-75: All institutions	Percent of increase over mean scheduled salary, 1974-75: Institutions reporting both years
MINIMUM SALARIES			
Bachelor's degree	$ 9,527	9.0%	7.9%
Master's degree	10,492	8.6	8.1
Six years	11,448	8.6	8.4
Doctor's degree	12, 754	8.1	8.1
MAXIMUM SALARIES			
Bachelor's degree	14,452	10.6	8.8
Master's degree	16,128	8.7	8.4
Six years	17,484	9.0	8.5
Doctor's degree	19,329	7.8	7.8
Number of institutions		343	291
MINIMUM SALARIES			
Instructor	9,738	4.7	4.2
Assistant professor	11,282	4.6	3.8
Associate professor	13,309	4.5	3.8
Professor	15,552	4.4	3.7
MAXIMUM SALARIES			
Instructor	14,273	5.3	5.3
Assistant professor	16,699	5.5	5.1
Associate professor	19,351	4.7	4.8
Professor	22,406	5.1	4.5
Number of institutions		162	150

Increments are scheduled in 87.2 percent of the schedules based upon academic preparation and in 56.2 percent of the schedules based upon faculty rank. The mean number of scheduled salary increments ranges from 11 for the bachelor's degree to 13 for the doctor's degree in public institutions. The mean amounts of scheduled salary increments range from $466 for the bachelor's degree to $523 for the doctor's degree. Among schedules based upon faculty rank the mean number of increments is 10 for all ranks except professor where it is 11, and the mean amounts of increments range from $480 for instructors to $758 for professors.

Scheduled Salaries in Public 4-Year Institutions

Practically all of the salary schedules in public 4-year institutions are based upon faculty rank. The few which are based upon academic preparation are not included in this summary. Several schedules based upon faculty rank also provide separate scales within each rank to specify salary differences based upon the level of academic preparation completed by faculty. Tables 3 and 4 provide a summary of scheduled salaries in public 4-year institutions. More than half (52.9 percent) of the faculty in the public institutions having salary schedules are in the large public universities (column 2). The public colleges (column 5) having salary schedules employ about one faculty in five (20.7 percent) employed in institutions having salary schedules.

More than half of the large public universities having salary schedules (51.3 percent) are situated in the West; about one-fourth (25.6 percent), in the Northeast; about one-sixth (15.4 percent) in the Southeast; and the remainder (7.7 percent) in the

Middle states. Almost half of the state colleges (46.7 percent) having salary schedules are situated in the Northeast; about one-fourth in the Southeast (46.7 percent) and in the West (22.7 percent); and the remaining 5.3 percent, in the Middle states.

The mean of 1975-76 scheduled salaries, the percentage of increase over the mean 1974-75 scheduled salaries, and the percentage of increase of the mean of scheduled salaries in the public institutions reporting both years are as follows:

Rank	Mean scheduled salary, 1975-76	Percent of increase over 1974-75	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$17,068	3.7%	3.6%
Associate professor	14,006	3.6	3.8
Assistant professor	11,493	3.5	3.6
Instructor	9,722	3.6	3.4
MAXIMUM SALARIES			
Professor	$25,387	3.1	4.6
Associate professor	20,592	2.6	4.1
Assistant professor	16,933	2.7	4.3
Instructor	13,749	2.5	3.9
Number of institutions		176	161

The mean number of increments scheduled in the 65.3 percent of public 4-year institution schedules which provide increments is eight for the top three ranks and seven for instructors. The mean amount of the increment ranges from $1,044 for professors down to $562 for instructors.

Scheduled Salaries for Faculty in Nonpublic 4-Year Institutions

Tables 5 and 6 provide a summary of scheduled salaries in 296 nonpublic 4-year institutions. Almost half (47.1 percent) of the faculty in these institutions are employed in the colleges enrolling 1,000 or more students; almost one-fourth (22.7 percent) in the colleges enrolling 500 to 999 students; about one-eighth (12.4 percent) in the universities which enroll less than 5,000 students; and less than one-tenth, in each of the remaining two groupings.

The Northeast and the Middle regions each contain about three-tenths of the nonpublic 4-year institutions (29.4 percent and 30.7 percent, respectively) while the remaining two regions each contain about one-fifth of these institutions (20.9 percent in the Southeast and 18.9 percent in the West).

The mean of 1975-76 scheduled salaries, the percentage of increase over the mean 1974-75 scheduled salaries, and the percentage of increase of the mean in the 270 nonpublic 4-year institutions reporting both years are as follows:

Rank	Mean scheduled salary, 1975-76	Percent of increase over 1974-75: All institutions	Percent of increase over 1974-75: Institutions reporting both years
MINIMUM SALARIES			
Professor	$14,192	6.1%	6.4%
Associate professor	11,969	5.7	6.0
Assistant professor	10,183	6.2	6.3
Instructor	8,759	6.7	7.0
MAXIMUM SALARIES			
Professor	19,123	4.9	5.3
Associate professor	16,031	4.7	5.4
Assistant professor	13,784	5.2	6.0
Instructor	11,305	5.9	6.4

About one-third (34.5 percent) of the nonpublic 4-year institution schedules provide for salary increments for faculty. The mean number of scheduled increments is 9 for professors and associate professors, 8 for assistant professors, and is 7 for instructors. The mean amount of scheduled increments ranges from $585 for professors down to $392 for instructors.

Salaries Scheduled in Nonpublic 2-Year Institutions

Among the 47 nonpublic 2-year institutions reporting salary schedule information, the schedules of 34 institutions are based on academic preparation and the schedules of 22 institutions are based on faculty rank (9 institutions have schedules based upon both of these factors).

The salary schedules from nonpublic 2-year institutions are distributed among the regions as follows: 7 in the Northeast, 21 in the Southeast, 15 in the Middle states, and 4 in the West.

The following is a summary of the mean scheduled salaries in nonpublic institutions in 1975-76:

Base of salary schedule and level of scheduled salary	Mean scheduled salary, 1975-76: Minimum	Maximum
ACADEMIC PREPARATION		
Bachelor's degree	$ 7,442	$ 9,349
Master's degree	8,365	11,197
6 years	8,771	11,536
Doctor's degree	10,109	13,279
FACULTY RANK		
Instructor	7,272	10,085
Assistant professor	8,555	11,239
Associate professor	9,885	12,805
Professor	11,255	14,629

The mean number of increments in 25 nonpublic 2-year college schedules based on academic preparation (73.5 percent) is 8 for the bachelor's degree, 10 for the master's degree, and 11 for each of the higher levels of preparation. The mean amount of increments in these salary schedules ranges from $233 to $295. The mean number of increments scheduled in 10 nonpublic institution schedules based on faculty rank (45.5 percent) is seven for the two lower ranks, eight for associate professors and nine for professors. The mean amounts of scheduled increments in these institutions ranges from $396 for associate professors to $484 for instructors.

Prepared by
William S. Graybeal

TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1975-76

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	55	5,920	8,050	8,503	8,568	8,930	11,680
ENROLLMENT 1,000-1,999	57	6,665	8,282	8,930	8,928	9,661	12,097
ENROLLMENT 2,000 AND OVER .	176	6,900	8,820	9,960	10,021	11,393	12,665
TOTAL	288	5,920	8,500	9,212	9,527	10,925	12,665
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	64	7,078	8,768	9,676	9,675	10,146	13,030
ENROLLMENT 1,000-1,999	74	7,430	8,991	9,800	9,907	10,899	13,742
ENROLLMENT 2,000 AND OVER .	205	7,720	9,781	10,899	10,958	12,312	13,742
TOTAL	343	7,078	9,378	10,313	10,492	11,710	13,742
SIX YEARS							
ENROLLMENT UNDER 1,000	58	7,865	9,459	10,356	10,375	10,725	14,221
ENROLLMENT 1,000-1,999	72	7,700	9,810	10,711	10,841	11,950	14,460
ENROLLMENT 2,000 AND OVER .	195	8,350	10,623	12,000	11,992	13,551	15,001
TOTAL	325	7,700	10,171	11,222	11,448	13,115	15,001
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	56	8,726	10,370	11,324	11,520	12,216	16,193
ENROLLMENT 1,000-1,999	65	8,339	10,385	11,842	12,142	14,355	16,431
ENROLLMENT 2,000 AND OVER .	199	9,600	11,324	13,628	13,302	15,047	16,750
TOTAL	320	8,339	11,147	12,747	12,754	14,652	16,750
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	55	8,600	11,300	13,000	13,250	16,036	18,225
ENROLLMENT 1,000-1,999	57	8,690	10,722	13,117	13,107	15,622	20,182
ENROLLMENT 2,000 AND OVER .	176	9,000	13,123	16,036	15,264	17,136	20,380
TOTAL	288	8,600	12,200	15,109	14,452	16,739	20,380
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	64	9,044	12,603	14,504	14,947	17,854	20,445
ENROLLMENT 1,000-1,999	74	10,223	12,875	14,190	14,504	15,884	21,191
ENROLLMENT 2,000 AND OVER .	205	10,600	14,955	17,800	17,084	19,053	21,927
TOTAL	343	9,044	13,500	16,369	16,128	18,473	21,927
SIX YEARS							
ENROLLMENT UNDER 1,000	58	11,011	13,940	15,680	15,988	19,195	21,039
ENROLLMENT 1,000-1,999	72	10,500	13,736	15,299	15,642	17,057	21,909
ENROLLMENT 2,000 AND OVER .	195	11,000	16,275	19,769	18,609	20,623	28,081
TOTAL	325	10,500	14,736	17,264	17,484	20,180	28,081
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	56	11,400	15,425	17,136	17,545	20,048	22,721
ENROLLMENT 1,000-1,999	65	11,760	14,991	16,786	17,576	21,552	23,162
ENROLLMENT 2,000 AND OVER .	198	12,573	17,455	21,669	20,410	22,721	31,864
TOTAL	319	11,400	16,745	20,048	19,329	22,368	31,864

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1975-76

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	45	7,290	9,108	9,280	9,859	11,602	12,483
ENROLLMENT 1,000-1,999	41	6,900	8,454	8,800	8,982	9,309	11,602
ENROLLMENT 2,000 AND OVER .	76	6,900	8,800	9,639	10,074	11,389	14,595
TOTAL	162	6,900	8,800	9,308	9,738	11,290	14,595
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	45	8,550	9,881	11,560	11,544	12,886	17,496
ENROLLMENT 1,000-1,999	41	8,000	9,400	10,560	10,423	10,889	12,886
ENROLLMENT 2,000 AND OVER .	75	8,350	10,523	11,280	11,595	12,886	16,950
TOTAL	161	8,000	10,000	10,889	11,282	12,690	17,496
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	45	9,450	10,841	13,986	13,758	15,420	22,491
ENROLLMENT 1,000-1,999	41	8,520	11,700	12,320	12,205	13,049	15,420
ENROLLMENT 2,000 AND OVER .	75	8,520	12,320	13,138	13,654	15,420	20,280
TOTAL	161	8,520	11,700	13,049	13,309	15,300	22,491
PROFESSOR							
ENROLLMENT UNDER 1,000	45	10,100	12,174	16,211	16,158	17,952	27,486
ENROLLMENT 1,000-1,999	40	8,680	13,075	14,080	14,200	16,263	17,952
ENROLLMENT 2,000 AND OVER .	74	8,680	14,060	16,150	15,915	17,952	23,400
TOTAL	159	8,680	13,300	15,515	15,552	17,952	27,486
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	45	10,200	11,800	13,900	13,464	14,300	17,181
ENROLLMENT 1,000-1,999	41	11,000	12,320	12,756	13,468	14,146	17,195
ENROLLMENT 2,000 AND OVER .	76	12,128	12,767	14,373	15,185	16,535	20,160
TOTAL	162	10,200	12,392	13,956	14,273	15,407	20,160
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	45	12,018	14,150	15,568	15,737	17,465	22,185
ENROLLMENT 1,000-1,999	41	12,140	14,080	15,064	15,626	16,757	19,760
ENROLLMENT 2,000 AND OVER .	75	12,900	15,064	17,575	17,862	21,085	23,950
TOTAL	161	12,018	14,333	15,900	16,699	18,461	23,950
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	45	12,951	15,840	18,966	18,672	20,705	27,180
ENROLLMENT 1,000-1,999	41	13,600	15,840	18,533	18,091	19,939	23,000
ENROLLMENT 2,000 AND OVER .	75	13,600	18,000	20,254	20,447	22,700	27,955
TOTAL	161	12,951	15,970	18,966	19,351	20,750	27,955
PROFESSOR							
ENROLLMENT UNDER 1,000	45	14,865	17,600	21,900	22,257	23,674	33,620
ENROLLMENT 1,000-1,999	40	14,300	17,600	21,900	20,672	23,158	25,000
ENROLLMENT 2,000 AND OVER .	74	13,950	20,502	22,904	23,435	26,540	33,475
TOTAL	159	13,950	17,600	21,966	22,406	23,720	33,620

TABLE 3.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1975-76

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	PUBLIC UNIVERSITIES 5,000 TO 9,999	PUBLIC UNIVERSITIES LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	39	34	28	75	176
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,790	61,824
SCHEDULED SALARIES					
HIGHEST	23,100	21,960	27,486	26,496	27,486
QUARTILE 3	19,759	18,297	19,752	17,952	19,659
MEDIAN	18,380	17,463	18,158	15,943	17,451
QUARTILE 1	17,952	13,080	14,949	14,832	14,874
LOWEST	8,000	9,350	9,350	8,722	8,000
MEAN	18,331	16,321	17,389	16,630	17,068
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	39	34	28	75	176
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,790	61,824
SCHEDULED SALARIES					
HIGHEST	18,430	17,200	22,491	21,681	22,491
QUARTILE 3	15,480	14,970	15,480	14,947	15,468
MEDIAN	15,468	13,973	14,934	13,114	14,235
QUARTILE 1	14,220	11,249	12,449	12,218	12,360
LOWEST	7,000	8,680	8,680	8,637	7,000
MEAN	14,822	13,446	14,274	13,735	14,006
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	39	34	28	75	176
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,790	61,824
SCHEDULED SALARIES					
HIGHEST	14,680	13,734	17,496	16,866	17,496
QUARTILE 3	12,296	12,272	12,272	12,296	12,272
MEDIAN	12,120	11,535	12,120	10,889	11,668
QUARTILE 1	11,560	9,000	10,791	10,320	10,348
LOWEST	6,000	8,350	8,192	8,553	6,000
MEAN	11,869	11,191	11,694	11,362	11,493
INSTRUCTOR					
NUMBER OF INSTITUTIONS	39	34	28	74	175
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,776	61,810
SCHEDULED SALARIES					
HIGHEST	12,700	12,000	12,700	12,700	12,700
QUARTILE 3	11,004	10,480	11,004	10,136	11,004
MEDIAN	10,710	9,164	10,109	9,134	9,700
QUARTILE 1	9,000	7,789	8,831	9,000	8,900
LOWEST	5,000	6,900	6,900	7,500	5,000
MEAN	10,075	9,367	9,805	9,667	9,722

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1975-76

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	36	34	28	72	170
NUMBER OF FACULTY,ALL RANKS	30,064	11,027	5,297	12,424	58,812
SCHEDULED SALARIES					
HIGHEST	38,047	32,600	33,475	33,475	38,047
QUARTILE 3	32,600	26,515	25,212	28,181	27,240
MEDIAN	25,212	25,212	24,356	24,524	25,212
QUARTILE 1	25,212	24,222	23,420	21,000	23,075
LOWEST	21,960	18,990	17,100	16,260	16,260
MEAN	27,755	25,256	24,751	24,435	25,387
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	39	34	28	75	176
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,790	61,824
SCHEDULED SALARIES					
HIGHEST	27,700	24,000	27,700	27,700	27,700
QUARTILE 3	22,900	21,965	21,385	22,874	21,965
MEDIAN	20,310	20,030	20,030	20,004	20,030
QUARTILE 1	19,752	19,593	19,188	18,000	19,000
LOWEST	17,003	15,754	15,000	15,132	15,000
MEAN	21,500	20,493	20,286	20,283	20,592
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	39	34	28	75	176
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,790	61,824
SCHEDULED SALARIES					
HIGHEST	23,030	21,490	23,030	23,030	23,030
QUARTILE 3	18,240	18,000	16,900	18,197	18,000
MEDIAN	17,280	16,618	16,453	16,585	16,585
QUARTILE 1	15,480	15,577	15,480	15,568	15,480
LOWEST	14,400	12,700	13,920	12,012	12,012
MEAN	17,427	16,821	16,671	16,828	16,933
INSTRUCTOR					
NUMBER OF INSTITUTIONS	39	34	28	74	175
NUMBER OF FACULTY,ALL RANKS	32,710	11,027	5,297	12,776	61,810
SCHEDULED SALARIES					
HIGHEST	19,350	16,999	19,450	19,350	19,350
QUARTILE 3	14,101	14,040	14,340	14,526	14,250
MEDIAN	14,040	13,500	13,541	13,833	13,657
QUARTILE 1	13,300	12,150	12,920	12,453	12,600
LOWEST	11,025	10,968	10,749	9,594	9,594
MEAN	14,055	13,433	13,583	13,758	13,749

TABLE 5.--SCHEDULED MINIMUM SALARIES OF NON-PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1975-76

RANK AND ITEM	NON-PUBLIC UNIVERSITIES 5,000 OR MORE	NON-PUBLIC UNIVERSITIES LESS THAN 5,000	NON-PUBLIC COLLEGES 1,000 OR MORE	NON-PUBLIC COLLEGES 500 TO 999	NON-PUBLIC COLLEGES LESS THAN 500	TOTAL
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	5	16	99	100	74	294
NUMBER OF FACULTY,ALL RANKS	1,767	2,313	8,816	4,249	1,506	18,651
SCHEDULED SALARIES						
HIGHEST	20,000	19,200	28,930	23,100	27,580	28,930
QUARTILE 3	...	16,805	16,600	14,875	14,733	15,620
MEDIAN	19,000	14,050	14,808	13,390	13,054	13,985
QUARTILE 1	...	12,528	13,100	12,249	11,445	12,375
LOWEST	10,800	9,350	9,166	8,712	7,850	7,850
MEAN	16,960	14,674	14,974	13,670	13,561	14,192
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	99	100	74	295
NUMBER OF FACULTY,ALL RANKS	1,767	2,329	8,816	4,249	1,534	18,695
SCHEDULED SALARIES						
HIGHEST	16,000	16,498	23,890	20,000	20,925	23,890
QUARTILE 3	...	14,777	13,300	12,713	12,563	13,000
MEDIAN	15,000	12,000	12,305	11,200	11,225	11,704
QUARTILE 1	...	10,773	11,100	10,060	10,000	10,500
LOWEST	10,334	8,680	8,656	7,450	6,850	6,850
MEAN	14,307	12,325	12,394	11,626	11,626	11,969
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	99	100	73	294
NUMBER OF FACULTY,ALL RANKS	1,767	2,329	8,816	4,249	1,519	18,680
SCHEDULED SALARIES						
HIGHEST	12,000	15,435	19,690	16,530	16,530	19,690
QUARTILE 3	...	12,000	11,120	10,500	10,900	11,000
MEDIAN	11,500	10,150	10,239	9,643	9,800	10,000
QUARTILE 1	...	8,771	9,500	9,000	8,813	9,000
LOWEST	9,969	8,350	7,791	6,575	6,850	6,575
MEAN	11,344	10,481	10,410	9,921	10,085	10,183
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	16	97	94	65	277
NUMBER OF FACULTY,ALL RANKS	1,767	2,313	8,695	4,044	1,406	18,225
SCHEDULED SALARIES						
HIGHEST	11,000	10,660	16,960	14,330	14,700	16,860
QUARTILE 3	...	10,225	9,833	9,148	9,061	9,500
MEDIAN	9,750	8,898	9,000	8,500	8,467	8,537
QUARTILE 1	...	7,500	8,056	8,000	7,500	8,000
LOWEST	9,000	6,824	6,000	5,825	4,800	4,800
MEAN	9,980	8,795	9,005	8,667	8,424	8,759

TABLE 6.--SCHEDULED MAXIMUM SALARIES OF NON-PUBLIC FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1975-76

RANK AND ITEM	NON-PUBLIC UNIVERSITIES 5,000 OR MORE	NON-PUBLIC UNIVERSITIES LESS THAN 5,000	NON-PUBLIC COLLEGES 1,000 OR MORE	NON-PUBLIC COLLEGES 500 TO 999	NON-PUBLIC COLLEGES LESS THAN 500	TOTAL
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	4	15	93	91	70	273
NUMBER OF FACULTY,ALL RANKS	1,394	2,185	8,239	3,823	1,393	17,034
SCHEDULED SALARIES						
HIGHEST	37,000	35,000	38,400	32,250	33,238	38,300
QUARTILE 3	...	26,500	23,480	20,000	19,316	21,014
MEDIAN	...	20,000	20,000	17,800	17,000	18,000
QUARTILE 1	...	16,000	17,084	16,120	14,430	16,000
LOWEST	17,896	14,629	13,300	11,288	10,400	10,400
MEAN	...	21,634	20,552	18,304	17,386	19,123
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	99	100	74	295
NUMBER OF FACULTY,ALL RANKS	1,767	2,329	8,816	4,249	1,534	18,695
SCHEDULED SALARIES						
HIGHEST	23,000	25,000	28,410	24,500	26,166	28,410
QUARTILE 3	...	21,733	18,550	17,000	16,500	17,700
MEDIAN	20,500	18,246	16,745	15,000	14,498	15,500
QUARTILE 1	...	14,765	14,813	13,545	12,575	14,000
LOWEST	16,666	12,518	11,750	9,910	9,400	9,400
MEAN	20,333	18,116	16,949	15,404	14,881	16,031
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	5	17	99	100	74	295
NUMBER OF FACULTY,ALL RANKS	1,767	2,329	8,816	4,249	1,531	18,692
SCHEDULED SALARIES						
HIGHEST	19,000	20,000	24,000	20,200	19,614	24,000
QUARTILE 3	...	18,125	15,700	14,480	14,000	15,000
MEDIAN	16,800	15,600	14,200	13,200	12,500	13,500
QUARTILE 1	...	13,190	13,300	12,109	11,000	12,160
LOWEST	14,075	11,340	10,000	8,240	9,000	8,240
MEAN	16,531	15,451	14,562	13,376	12,726	13,784
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	16	98	95	66	280
NUMBER OF FACULTY,ALL RANKS	1,767	2,313	8,760	4,060	1,417	18,317
SCHEDULED SALARIES						
HIGHEST	15,000	18,000	18,010	15,000	14,700	18,010
QUARTILE 3	...	15,117	12,500	11,820	11,500	12,000
MEDIAN	13,000	12,175	11,528	11,000	10,305	11,000
QUARTILE 1	...	10,751	10,650	10,000	9,400	10,000
LOWEST	10,950	10,150	8,400	7,090	7,200	7,090
MEAN	13,040	12,811	11,774	11,007	10,542	11,305

TABLE 7. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1975-76

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
BACHELOR'S DEGREE	26	6,000	6,575	7,372	7,442	8,225	9,930
MASTER'S DEGREE	34	6,130	7,275	8,323	8,365	9,111	11,250
SIX YEARS	28	6,650	7,800	8,752	8,771	9,749	11,214
DOCTOR'S DEGREE	29	7,200	8,400	10,000	10,109	10,968	14,520
				MAXIMUM SALARIES			
BACHELOR'S DEGREE	26	6,850	7,617	9,315	9,349	10,348	15,098
MASTER'S DEGREE	34	7,400	9,273	10,972	11,197	12,465	17,987
SIX YEARS	28	7,700	9,722	10,950	11,536	13,391	18,629
DOCTOR'S DEGREE	28	8,700	10,535	13,726	13,279	15,225	19,913

TABLE 8. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1975-76

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR	21	4,800	6,285	6,824	7,272	8,450	9,835
ASSISTANT PROFESSOR	20	6,130	8,125	8,542	8,555	9,375	10,735
ASSOCIATE PROFESSOR	20	6,660	9,500	9,720	9,885	10,650	13,000
PROFESSOR	21	7,200	10,117	11,705	11,255	11,916	16,000
MAXIMUM SALARIES							
INSTRUCTOR	21	6,850	9,850	10,500	10,085	10,716	14,307
ASSISTANT PROFESSOR	21	7,812	10,200	11,340	11,239	12,000	15,000
ASSOCIATE PROFESSOR	21	8,873	11,330	12,518	12,805	13,930	20,000
PROFESSOR	21	10,139	13,300	14,629	14,629	15,280	25,000